

WPPDC – Regional Workforce Development Conversation

April 10, 2017

1:00 – 5:00 PM

Virginia Museum of Natural History

Notes and Themes

Attendees:

Upwards of 35 community leaders attended the session. Members from business and industry, health advocacy, education, economic development, funding entities, service organizations, and planning were well represented and engaged in the presentations and discussions.

Informational Presentations:

From workforce to opioids, the experts provided information about the make-up, opportunities, resources, and challenges of the region's workforce and the impacts on economic and community development these have. PowerPoint presentations will be shared with attendees and posted on the WPPDC website.

Panel Discussions:

Seven community leaders served on the panel to respond to questions, ideas, and concerns regarding the workforce needs and assets in the region. The facilitator captured responses on the below photographed flipchart pages. Questions ranged from general to specific and included the following:

1) Share what you believe are the top 3 required hard and soft skills and/or supports necessary for a productive ready to hire workforce for local industries and businesses in this region. And if you wish, what do you see as the barriers to these?

TOP 3 Needs for Workforce

	<u>Barriers</u>
<p>Critical Thinking</p> <p>Collaboration</p> <p>C</p> <p>C</p>	<p>family engagement family issues/pov. excuse driven workforce dependency issues all things - ex. grandfather des/side day is expanded. transportation insurmountable issues quit quick hardest to serve - lost license, fines snowballs Denial Age thing? hubs/wrap Generational poverty</p>
<p>Emotional Intelligence - grit/resilience</p>	
<p>Career Intelligence - standards/norms</p>	
<p>Entrepreneurial thinking - affectual - entry members model</p>	
<p>Competence Workforce</p>	
<p>Job specific - work experience - technical skills</p>	
<p>Analytical problem solving</p>	
<p>Dependability, motivated teamwork</p>	
<p>Existing/Prospect Business → - ap. measure - national certifications</p>	
<p>be on time (dress code) read a ruler, basic math</p>	
<p>Love higher-end - but need ground level - excuse for be on time</p>	
<p>Readiness issues training-time to job</p>	

2) What do you believe are the barriers to career readiness through participation in educational programming in this region? What could help?

Participation issue - asset
resource map - laser beam
focus on what we need.

Heavy lifting to achieve living wage.
link to charitable services

Economic Death Sentence w/out
path out of assistance

Continued, regular dialogue - open
to new private sector needs;
investments to leverage resources
available

ED - looking at legacy skills; ID
gaps. Current/aging skill set, go
back; rework, update.

Increase pipeline systems - historic good
jobs; retool to improve/advance

Always Ready for new opportunities

30% increase in opioid death in Patrick Co.

NCI - star telehealth programs - mental health
opportunities. Help ourselves to build workforce

Many not in workforce (dislocated) for transition ^{Support business that} services

- 3) How can school divisions and local employers work together to provide valuable learning opportunities, educational participation in available programming and internships for potential employees?

Industry Involvement

Training w/ CC

Partnerships - grow programs

Doesn't solve systemic issues

Share when students have barriers

Reality check when employers here

- stop the muddling
- what work really looks like - careful about selling work

Connect to student goals

Industry partners - whole entity involved.

New industry looking at social/econ. issues

~~Wholistic~~ Holistic Involvement

Harvest Foundation teachers/students visited.

As students not looking long term career goals.

Model - project based learning - can be fired from team; partner w/ local bus.

Changing what we value - from test prep to skills for post grad

Private business investment - internships

Industry support of content & spaces - commitment to hire

Open honest conversation about investment \$/

NERC - involves many partners
ranking important! Our region
is the model - we are leader
Henry Co. - all students take this
Mentoring / Internships - needed
in high school, difficult to place.
Want link to educational programming
On-line soft skill courses
Beefed up NERC - candidates interview
better with it.

The College experience isn't for everyone?
Focus now on college and/or career.

Parents not supporting / want college: want them
close

Vocational vs. College Programming - moving
from this division

Revamping CTE - problem is funding.

Nobilis - 6th - 8th grade support of time

Must expose students to industry & create
path for relationship

Nursing, cyber security and what's next.

Willing instructors - not competitive salary

4) What priority activities/programs should GO Virginia! consider for funding and support in this region?

GO Virginia \$\$

New Career : Tech Ed Center - Franklin Co

Support Computer Science - instructor

More representation in the field - \$\$

women, minority groups

Technical training - all levels.

Collaborative strategies with industry
to share teachers/staff (co-teaching)

Pair with certified teachers - teaching
fellowships

SC - health science teaching

system. Application process cumbersome -
make it easier to adjunct.

Funding for work-based learning
internships / OJT (incentive \$\$\$)

All
In demand

Manufacturing / Healthcare / Corrections - all stopped
risk issues

Quality of Life (3)

Involvement of law enforcement (4)

(8) Involving younger people at the beginning around workforce goals

(3) Incentive participation

(1) Go Virginia links

Pipeline Partnerships (3)

(1) Certifications

Asset Mapping - Services (7)

Shifting Workforce Culture (9)

Role of PDC

- Asset mapping
- Convening
 - share w/ workforce

I'll do something!

Not afraid to fail.

New information shared

- walk away with products
- access to resources
- regional connections

Specific topic/resource
meetings (regularly) to convene

- aggregate with partners